

# **Recruitment and Retention of Teachers in Missouri Public Schools**

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*A Report to the Missouri General Assembly*



**Prepared by the  
Missouri Department of Elementary and Secondary Education  
Division of Teacher Quality and Urban Education**

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## Missouri's Teacher Work Force

### DEMOGRAPHICS

- **Gender**
- **Race, Ethnicity**
- **Age**
- **Experience**

**2006 UPDATE**  
**RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS**  
**A REPORT TO THE MISSOURI GENERAL ASSEMBLY**

The statements below are an addition to the 2002, 2003, 2004, 2005 Updates and the December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority
- reviewing the age and experience of teachers for continued professional development and mentoring needs
- retaining teachers for a longer period of time

**Teacher Workforce Demographics**

**Gender & Race, Ethnicity**

- The total number of classroom teachers increased by 2.4% from 2005 to 2006.
- From 2005 to 2006 the total number of black teachers decreased by .1% and remained only 6.6 % of the total teaching workforce.

**Age & Experience**

- 50.4% of our teachers have 10 years or less of experience.
- This percentage is up .4% from 2005.

**Teacher Workforce Dynamics**

- District hiring rate increased to 13.0%, up 1.7% from 2005.
- The percentage of district new hires that were first year teachers dropped by 4.2%.
- District new hires from out of state increased by 2.2%.
- District new hires from other districts increased by 2%.
- Teachers leaving the classroom after only one to three years decreased by 3.3%.
- Teachers leaving the classroom after only one to five years decreased by 0.6%.

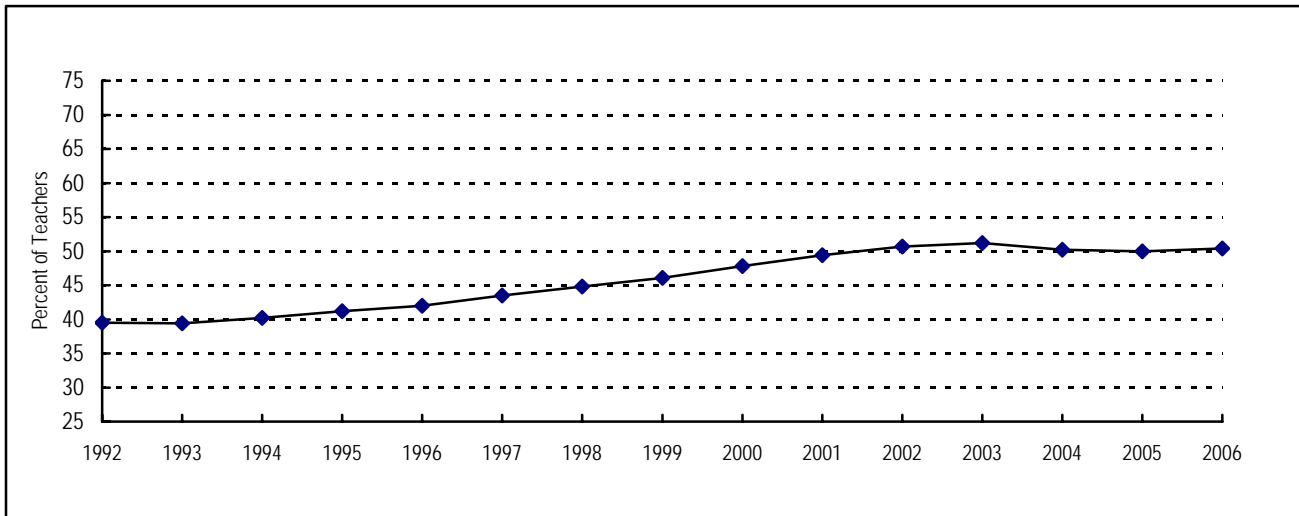
**Gender and Race/Ethnicity Trends, 1994-2006**

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Total Teachers<sup>3</sup></b>	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120
<b>GENDER</b>													
<b>Female</b>	77.0%	77.3%	77.5%	77.7%	77.9%	78.1%	78.2%	78.3%	78.4%	78.3%	78.5%	78.6%	78.7%
<b>Male</b>	22.9%	22.7%	22.5%	22.3%	22.1%	21.9%	21.8%	21.7%	21.6%	21.7%	21.5%	21.4%	21.3%
<b>RACE/ETHNICITY</b>													
<b>WHITE</b>	91.4%	91.6%	91.8%	92.0%	92.1%	92.1%	91.9%	92.3%	92.2%	92.0%	92.1%	92.4%	92.5%
<b>Female</b>	70.1%	70.6%	71.0%	71.3%	71.6%	71.9%	71.8%	72.3%	72.3%	72.1%	72.3%	72.6%	71.0%
<b>Male</b>	21.2%	21.0%	20.9%	20.6%	20.5%	20.3%	20.1%	20.0%	19.9%	19.9%	19.8%	19.8%	19.6%
<b>BLACK</b>	8.0%	7.7%	7.5%	7.4%	7.2%	7.2%	7.4%	7.0%	7.0%	7.2%	7.0%	6.7%	6.6%
<b>Female</b>	6.5%	6.2%	6.1%	5.9%	5.8%	5.7%	5.8%	5.5%	5.5%	5.6%	5.5%	5.3%	5.2%
<b>Male</b>	1.5%	1.5%	1.4%	1.4%	1.4%	1.4%	1.6%	1.5%	1.5%	1.6%	1.5%	1.5%	1.4%
<b>OTHER<sup>4</sup></b>	0.6%	0.6%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.8%	0.9%	0.8%	0.9%

**Age Trends, 1994-2006**

AGE GROUP <sup>5</sup>	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>20-29</b>	12.6%	13.5%	14.3%	15.2%	15.9%	16.4%	16.7%	16.6%	17.2%	17.0%	16.8%	16.8%	20.0%
<b>30-39</b>	25.2%	24.3%	23.6%	23.3%	23.1%	23.4%	23.9%	24.6%	25.2%	24.5%	26.0%	26.4%	26.1%
<b>40-49</b>	39.4%	38.9%	37.9%	36.0%	34.3%	32.3%	30.7%	29.3%	27.8%	27.9%	26.0%	25.4%	24.6%
<b>50-59</b>	19.0%	19.5%	20.7%	22.1%	23.3%	24.4%	25.1%	25.8%	26.0%	25.5%	26.8%	26.5%	24.9%
<b>60+</b>	3.8%	3.8%	3.6%	3.5%	3.4%	3.5%	3.6%	3.6%	3.8%	4.0%	4.4% <sup>3</sup>	4.9%	4.5%

**Percent of Teachers with 0-10 Years of Experience  
1992 to 2006**



**Experience Trends, 1994-2006**

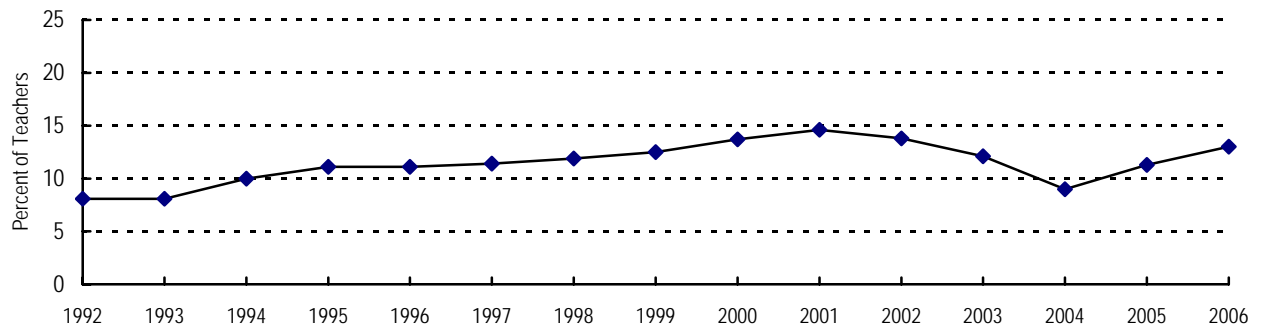
YEARS OF EXPERIENCE <sup>6</sup>	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>0-10</b>	40.2%	41.2%	42.0%	43.5%	44.8%	46.1%	47.8%	49.4%	50.7%	51.2%	50.2%	50.0%	50.4%
0-5	22.0%	23.5%	24.5%	26.3%	27.6%	28.5%	29.7%	30.6%	31.2%	30.8%	28.8%	28.2%	27.9%
6-10	18.2%	17.8%	17.5%	17.2%	17.2%	17.6%	18.1%	18.8%	19.5%	20.4%	21.4%	21.8%	22.6%
<b>11-20</b>	33.2%	31.6%	30.5%	29.2%	27.9%	27.1%	26.0%	25.5%	25%	24.9%	25.9%	26.6%	26.9%
<b>21-30</b>	23.1%	23.6%	24.0%	23.7%	23.6%	22.9%	22.0%	21.2%	20%	19.2%	19.1%	18.5%	17.7%
<b>31+</b>	3.5%	3.6%	3.6%	3.6%	3.8%	4.0%	4.2%	3.9%	4.4%	4.7%	4.9%	4.9%	5.0%

## **Missouri's Teacher Work Force**

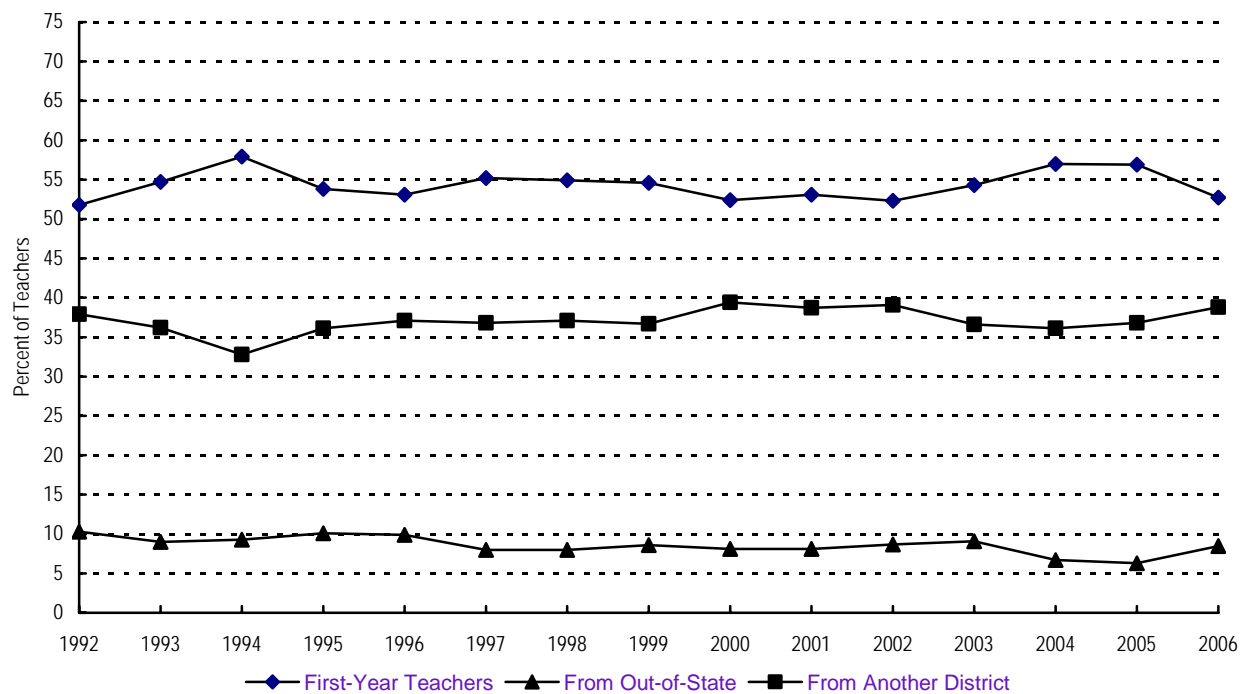
### **DYNAMICS**

- **Teachers Entering the Work Force**
- **Teachers Leaving the Work Force**
- **Shortage Areas**

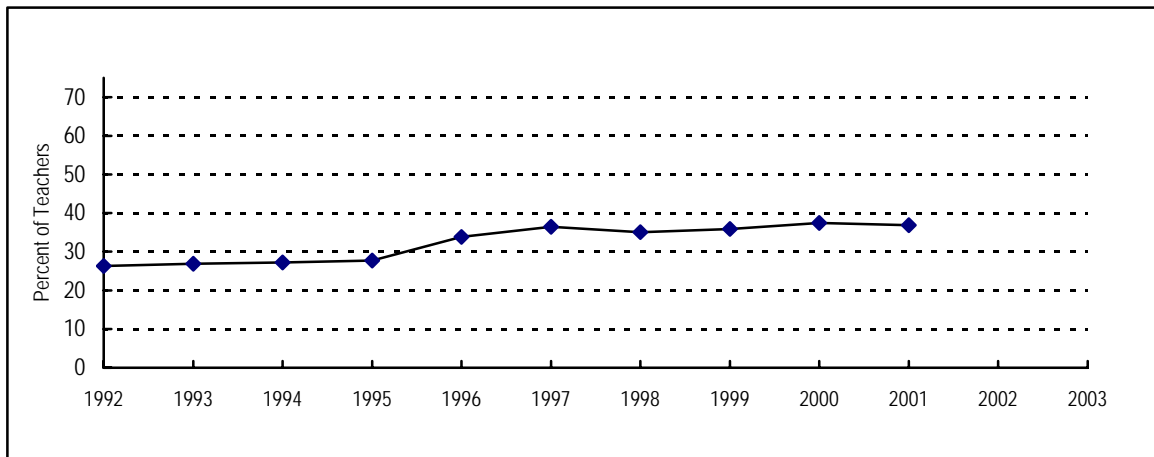
**Hiring Rate 1992 to 2006**



**District New Hires 1992 to 2006**



## Teachers Leaving Missouri's Public School Work Force After 1-5 Years 1992 to 2001



### Teachers Leaving Missouri's Public School Work Force, 1994-2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Total Teachers</b>	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120
<b>First-Year Teachers</b>	3,223	3,429	3,424	3,804	4,030	4,313	4,646	5,064	4,802	4,439	3,428	4,285	4,668
<i>% of First-Year Teachers who left the classroom<sup>13</sup>--</i>													
<b>After 1-3 Years</b>	19.3%	18.6%	21.7%	24.3%	25.3%	24.8%	26.0%	29.2%	30.3%	27%			
<b>After 1-5 Years</b>	27.2%	27.7%	33.8%	36.5%	35.1%	35.9%	37.5%	36.9%					

### Teachers Entering Missouri's Public School Work Force, 1994-2006

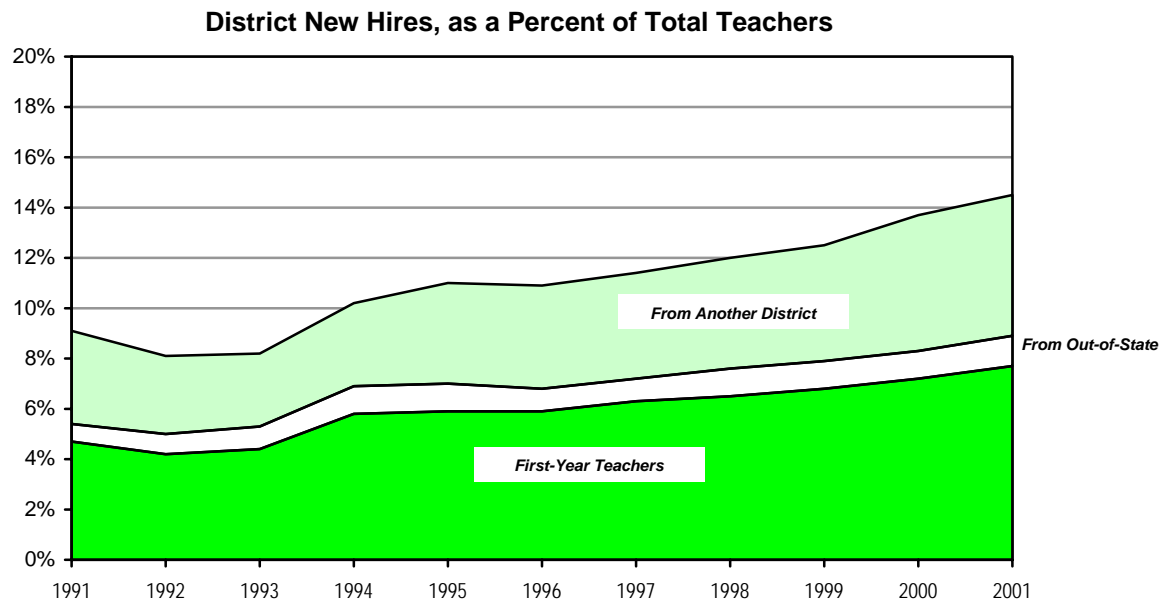
	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Total Teachers</b>	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120
<b>District New Hires<sup>7</sup></b>	5,565	6,375	6,454	6,891	7,340	7,896	8,859	9,529	9,189	8,176	6,012	7,531	8,866
<b>Teacher Hiring Rate<sup>8</sup></b>	10.0%	11.1%	11.1%	11.4%	11.9%	12.5%	13.7%	14.6%	13.8%	12.1%	9.0%	11.3%	13.0%
<i>As a percent of Total Teachers, District New Hires who are --</i>													
<b>First-Year Teachers<sup>9</sup></b>	5.8%	5.9%	5.9%	6.3%	6.5%	6.8%	7.2%	7.7%	7.2%	6.5%	5.1%	6.5%	6.9%
<b>From Out-of-State<sup>10</sup></b>	0.9%	1.1%	1.1%	0.9%	0.9%	1.1%	1.1%	1.2%	1.2%	1.1%	0.6%	0.7%	1.1%
<b>From Another District<sup>11</sup></b>	3.3%	4.0%	4.1%	4.2%	4.4%	4.6%	5.4%	5.6%	5.4%	4.4%	3.3%	4.2%	5.1%
<i>Percent of District New Hires who are--</i>													
<b>First-Year Teachers</b>	57.9%	53.8%	53.1%	55.2%	54.9%	54.6%	52.4%	53.1%	52.3%	54.3%	57%	56.9%	52.7%
<b>From Out-of-State</b>	9.3%	10.1%	9.9%	8.0%	8.0%	8.6%	8.1%	8.1%	8.7%	9.1%	6.7%	6.3%	8.5%
<b>From Another District</b>	32.8%	36.1%	37.1%	36.8%	37.1%	36.7%	39.4%	38.7%	39.1%	36.6%	36.1%	36.8%	38.8%
<b>Re-entrants<sup>12</sup></b>	3.3%	3.3%	3.1%	4.1%	3.1%	3.2%	3.8%	3.5%	3.6%	3.4%	2.8%	3.0%	3.6%



## Teachers Entering Missouri's Public School Work Force, 1991-2001

### FINDINGS

- Teachers new to public education represented 7.7 percent of the total work force in 2001, compared with 4.7 percent in 1991.
- The percentage of public school teachers who leave the system for a period of time and return—or “re-entrants”—ranged from 3.1 percent to 4.1 percent of the work force during the 10-year period.



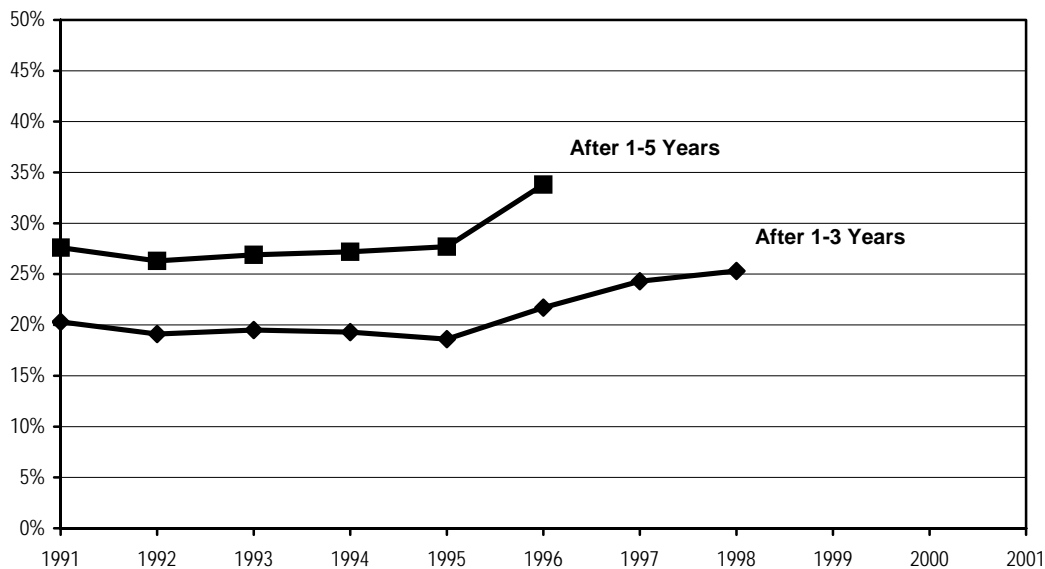
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
<b>Total Teachers</b>	53,367	53,791	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429
<b>District New Hires<sup>7</sup></b>	5,127	4,339	4,387	5,565	6,375	6,454	6,891	7,340	7,896	8,859	9,529
<b>Teacher Hiring Rate<sup>8</sup></b>	9.6%	8.1%	8.1%	10.0%	11.1%	11.1%	11.4%	11.9%	12.5%	13.7%	14.6%
<i>As a percent of Total Teachers, District New Hires who are --</i>											
<b>First-Year Teachers<sup>9</sup></b>	4.7%	4.2%	4.4%	5.8%	5.9%	5.9%	6.3%	6.5%	6.8%	7.2%	7.7%
<b>From Out-of-State<sup>10</sup></b>	1.2%	0.8%	0.7%	0.9%	1.1%	1.1%	0.9%	0.9%	1.1%	1.1%	1.2%
<b>From Another District<sup>11</sup></b>	3.7%	3.1%	2.9%	3.3%	4.0%	4.1%	4.2%	4.4%	4.6%	5.4%	5.6%
<i>Percent of District New Hires who are--</i>											
<b>First-Year Teachers</b>	49.3%	51.8%	54.7%	57.9%	53.8%	53.1%	55.2%	54.9%	54.6%	52.4%	53.1%
<b>From Out-of-State</b>	12.2%	10.3%	9.0%	9.3%	10.1%	9.9%	8.0%	8.0%	8.6%	8.1%	8.1%
<b>From Another District</b>	38.4%	37.9%	36.2%	32.8%	36.1%	37.1%	36.8%	37.1%	36.7%	39.4%	38.7%
<b>Re-entrants<sup>12</sup></b>		3.2%	3.2%	3.3%	3.3%	3.1%	4.1%	3.1%	3.2%	3.8%	3.5%

## Teachers Leaving Missouri's Public School Work Force, 1991-2001

### FINDINGS

- Of the 2,529 teachers who entered Missouri's public school work force for the first time in the 1990-91 school year, 20.3 percent left the classroom after one, two or three years on the job. That percentage remained relatively constant until 1995 when it started to increase. By 1998, more than one-fourth (25.3%) of the teachers who entered the system that school year left during their first three years.
- The percentage of first-year teachers leaving after one to five years on the job also remained steady, at about 27 percent, until 1995. Of the 3,424 first-year teachers in 1995-96, 33.8 percent left public education during the next five years.

**Percent of First-Year Teachers Leaving Missouri  
Public School Classrooms**



	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
<b>Total Teachers</b>	53,367	53,791	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429
<b>First-Year Teachers</b>	2,529	2,247	2,401	3,223	3,429	3,424	3,804	4,030	4,313	4,646	5,064
<i>% of First-Year Teachers who left the classroom<sup>13</sup>--</i>											
<b>After 1-3 Years</b>	20.3%	19.1%	19.5%	19.3%	18.6%	21.7%	24.3%	25.3%			
<b>After 1-5 Years</b>	27.6%	26.3%	26.9%	27.2%	27.7%	33.8%					

## Missouri's Teacher Work Force

### DYNAMICS

### Teacher Shortage Areas

Each year, the Missouri Department of Elementary and Secondary Education reports to the U.S. Department of Education on teacher shortage areas, by subject. The federal agency forgives Perkins college loans of qualified teachers, based on these reports. Lists of shortage areas through 200 were identified in an annual survey of Missouri school administrators, conducted by Southwest Missouri State University. Future lists will be based on shortage areas that are reported by administrators through the state's Core Data Collection System.

1995-96 & 1996-97	1997-98	1998-99	1999-00	2000-01 & 2001-02	2002-03	2003-04	2004-05	2005-06
Foreign Languages Gifted Industrial Arts Mathematics Reading (special) Science <ul style="list-style-type: none"> <li>Biology</li> <li>Chemistry</li> <li>Physics</li> </ul> Special Education <ul style="list-style-type: none"> <li>Behavioral Disordered</li> <li>Deaf/Hearing Impaired</li> <li>Early Childhood</li> <li>Learning Disabilities</li> <li>Mentally Handicapped</li> <li>Other</li> </ul> Speech/Language Pathologist	Agriculture Computer Science English Speakers of other Languages Foreign Languages Industrial Arts Journalism Music, instrumental Reading (special) Science Special Education Speech/Language Pathologist Speech/Theatre	Agriculture English Speakers of Other Languages Foreign Language ifted Industrial Tech. Journalism Mathematics, middle school Music, instrumental Reading (special) Science Special Education Speech/Theatre	Agriculture English Speakers of Other Languages Foreign Language Gifted Industrial Tech. Journalism Mathematics, sec. Mathematics, middle school Music, instrumental Reading (special) Science Special Education Speech/Language Specialist Speech/Theatre Technology Ed	Agriculture Art Business Education Driver's Education English for Speak. of Other Languages Foreign Language Gifted Health Industrial Tech. Journalism Mathematics, sec. Mathematics, middle school Music, instrumental Music, vocal Reading (special) Science Special Education Speech/Theatre Technology Ed.	Agriculture Art Biology Business Ed Chemistry Drivers Ed ESOL Foreign Language Gifted Industrial Tech. Journalism Marketing Mathematics Music, Instrumental Music, Vocal Physics ROTC Science all areas Special Education All Areas Special Reading Speech/Language Specialist Speech/Theatre Technology Education	Agriculture Art Biology Business Education Chemistry Drivers Education Earth Science English/Speakers of Other Language Foreign Language Gifted Industrial Technology Journalism Library Media Specialist Marketing Instrumental Music Journalism Marketing Mathematics Physics ROTC Science Family/Consumer Middle School Special Education All Areas Special Reading Speech/Language Specialist Speech/Theatre Technology Ed	Counselors (Elem./Secondary) Drivers Education ESOL Family/Consumer Science Foreign Languages (all areas) Gifted Industrial Tech Journalism Industrial Technology Journalism Library Media Specialist Marketing Mathematics Music-Vocal ROTC Science (all areas) Special Education (all areas) Technology Ed Vocational (Director/Supervisor)	Counselors (Elem./Secondary) Family/Consumer Science Foreign Language (all areas) Gifted Industrial Tech Journalism Library Media Specialist Marketing Mathematics Music-Vocal ROTC School Psychological Examiner School Psychologist Science (all areas) Special Education (all areas) Special Reading Speech/Language Specialist

